



Public Schools of North Carolina  
State Board of Education  
Department of Public Instruction

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# Report to the North Carolina General Assembly

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2012-2013 Annual Report on Teachers Leaving the  
Profession  
G.S. 115C-12 (22)

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Prepared by:

Educator Effectiveness Division  
December 2013rev

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## **NC TEACHER TURNOVER REPORT 2012-2013**

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### **Rationale**

G.S. 115C-12(22) requires the State Board of Education to monitor and compile an annual report on the decisions of teachers who leave the teaching profession.

The cumulative results of the reporting are summarized in Section A of this report.

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### **How Teacher Turnover is Determined for G.S. 115C-12(22)**

Local Education Agency (LEA) turnover reported for the NC School Report Card is calculated based on the individuals employed in the LEA as teachers in March, but not employed in the LEA as teachers in March of the following year, as reflected in the DPI Licensure/Salary database. This number does not include teachers who are on approved leave or teachers who moved from one school to another school within the LEA.

The Financial and Business Services Division provides personnel administrators a list of individuals employed as teachers in the LEA between March but not employed in the LEA as teachers in March of the following year, and they are asked to provide summative data on the reasons these teachers left teaching. The numbers of teachers leaving when totaled should equal the total number of teachers on the list provided to the LEA personnel administrator to bring consistency to the turnover numbers that are being reported for this report and for the State Report Card.

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### **How Teacher Turnover Is Determined for the State Report Card**

1. For the 2013 State Report Card (SRC), teacher turnover is based upon employed March 2012 'classroom teachers' and their employment status in March 2013. Payroll data is used for the determination.
2. 'Classroom Teachers' are determined by Purpose Codes beginning with 51, 52, or 53 AND Object Codes 121, 123, 124, or 128. Purpose and Object Codes are part of the payroll budget code.
3. Classroom teachers employed in March 2013 are determined using March 2012 payroll and the criteria in step #2.
4. Once the roster from step #3 is determined, the Social Security Numbers (SSNs) of the classroom teachers are queried against all certified employee budget codes in the March 2013 payroll data. If the SSN is not found to be employed in the same LEA in March 2013 as they were in March 2012, they are classified as turnover at the LEA level.
5. The following numbers are not captured in the State Report statistics at this time:
  - Teachers on approved leave are excluded from turnover.
  - Teachers who move from one school to another school within the LEA.

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### **Reasons for Leaving**

Section B of this report details the reasons for teachers leaving as self-reported by their employing school systems for 2012-2013. This section provides an analysis of turnover using these categories: **Turnover but remained in education, Turnover for Personal Reasons, Turnover for Other Reasons, Turnover Initiated by the LEA, and Turnover Beyond Control.**

Section C summarizes the state turnover data across the past five years.

In addition, LEAs were asked to identify up to five teaching areas in which they have the greatest difficulty in hiring appropriately licensed teachers. The responses have been summarized and are included in this report in Section D.

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### **Reporting Instruments Used**

Section E provides a sample copy of the reporting template used for this report.

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## **Section A**

### **NC Teacher Turnover Summary: 2012-2013**

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## State Teacher Turnover Summary 2012-2013

All 115 LEAs reported their district-level turnover data this year. The calculation shows that 13,616 teachers out of the 95,028 teachers employed during the 2012-2013 school year left their LEA, resulting in an overall state turnover rate of 14.33%. This represents a significant increase in the turnover rate reported for the 2011-2012 school year at 12.13%. The following numbers are not captured in the state report statistics at this time:

- Classroom teachers on approved leave were excluded from turnover.
- Teachers who moved from one school to another school within the LEA.

Of the 13,616 teachers reported leaving during the 2012-2013 school years, 6,719 (49.35%) had tenure (Career Status). This represents an increase in the number of teachers reported that left teaching who had tenure over the past five years. During the 2011-2012 school year, 5,599 (47.48%) of the teachers who left had tenure; in 2010-2011, 4,594 (42.56%); in 2009-2010, 4,022 (36.52%); and in 2008-2009, 4,478 (35.55%) of the teachers who left had tenure.

Turnover rates ranged from a high of 35.09% in Northampton County Schools to a low of 7.31% in Surry County Schools. A listing of turnover data by LEA is included in Section B for the 2012-2013 school years. Section C includes an analysis of the turnover reported by LEAs for the last five years.

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## **Section B**

### **State Teacher Turnover Analysis: 2012-2013**

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**Table 1: Teacher Turnover by LEA  
(in alphabetical order)**

<b>District</b>	<b>LEA Code</b>	<b>LEA</b>	<b>Total Teachers</b>	<b>Teachers Leaving</b>	<b>Leaving with Tenure</b>	<b>Turnover Percentage</b>
5	010	Alamance	1491	210	110	14.08
7	020	Alexander	338	34	25	10.06
7	030	Alleghany	119	10	7	8.40
6	040	Anson	256	46	14	17.97
7	050	Ashe	238	24	21	10.08
5	761	Asheboro City	337	67	40	19.88
8	111	Asheville City	326	43	23	13.19
7	060	Avery	167	20	13	11.98
1	070	Beaufort	503	68	37	13.52
1	080	Bertie	184	49	15	26.63
4	090	Bladen	358	55	27	15.36
2	100	Brunswick	763	88	40	11.53
8	110	Buncombe	1661	196	56	11.80
7	120	Burke	838	76	60	9.07
6	130	Cabarrus	1861	242	143	13.00
7	140	Caldwell	851	95	68	11.16
1	150	Camden	123	12	11	9.76
2	160	Carteret	606	61	38	10.07
5	170	Caswell	203	30	17	14.78
7	180	Catawba	1057	120	88	11.35
5	681	Chapel Hill-Carrboro	940	165	0	17.55
5	190	Chatham	570	76	49	13.33
8	200	Cherokee	254	30	23	11.81
1	210	Chowan	163	23	12	14.11
8	220	Clay	100	9	7	9.00
6	230	Cleveland	1122	123	64	10.96
2	821	Clinton City	218	34	11	15.60
4	240	Columbus	433	74	39	17.09
2	250	Craven	958	157	98	16.39
4	260	Cumberland	3682	629	306	17.08
1	270	Currituck	247	29	15	11.74
1	280	Dare	384	31	25	8.07
5	290	Davidson	1218	128	70	10.51
7	300	Davie	433	54	30	12.47
2	310	Duplin	612	107	56	17.48
3	320	Durham	2287	461	188	20.16
3	330	Edgecombe	443	98	48	22.12

<b>District</b>	<b>LEA Code</b>	<b>LEA</b>	<b>Total Teachers</b>	<b>Teachers Leaving</b>	<b>Leaving with Tenure</b>	<b>Turnover Percentage</b>
7	861	Elkin City	88	7	5	7.95
5	340	Forsyth	3718	465	256	12.51
3	350	Franklin	573	116	53	20.24
6	360	Gaston	1852	251	166	13.55
1	370	Gates	138	20	19	14.49
8	380	Graham	88	9	9	10.23
3	390	Granville	531	93	48	17.51
2	400	Greene	212	48	30	22.64
5	410	Guilford	4960	640	346	12.90
3	420	Halifax	259	81	11	31.27
4	430	Harnett	1232	221	93	17.94
8	440	Haywood	524	56	38	10.70
8	450	Henderson	912	123	0	13.49
1	460	Hertford	222	41	18	18.47
7	181	Hickory City	300	51	29	17.00
4	470	Hoke	566	155	55	27.39
1	480	Hyde	72	19	7	26.39
7	490	Iredell	1333	169	127	12.68
8	500	Jackson	248	43	19	17.34
3	510	Johnston	2207	297	162	13.46
2	520	Jones	94	13	10	13.83
6	132	Kannapolis City	383	45	30	11.75
4	530	Lee	616	94	59	15.26
2	540	Lenoir	597	95	39	15.91
5	291	Lexington City	226	41	18	18.14
6	550	Lincoln	786	77	36	9.80
8	560	Macon	339	35	29	10.32
8	570	Madison	184	24	14	13.04
1	580	Martin	272	41	26	15.07
8	590	McDowell	451	58	43	12.86
6	600	Mecklenburg	8309	1329	583	15.99
8	610	Mitchell	157	14	9	8.92
4	620	Montgomery	284	49	32	17.25
4	630	Moore	806	117	59	14.52
7	491	Mooreville City	325	40	31	12.31
7	862	Mt. Airy City	116	12	9	10.34
3	640	Nash	1069	222	105	20.77
2	650	New Hanover	1597	165	105	10.33
7	182	Newton-Conover	199	38	24	19.10
3	660	Northampton	171	60	10	35.09

<b>District</b>	<b>LEA Code</b>	<b>LEA</b>	<b>Total Teachers</b>	<b>Teachers Leaving</b>	<b>Leaving with Tenure</b>	<b>Turnover Percentage</b>
2	670	Onslow	1483	231	114	15.58
5	680	Orange	534	78	48	14.61
2	690	Pamlico	111	26	14	23.42
1	700	Pasquotank	439	76	39	17.31
2	710	Pender	521	68	38	13.05
1	720	Perquimans	118	15	10	12.71
5	730	Person	326	60	33	18.40
1	740	Pitt	1629	294	139	18.05
8	750	Polk	183	19	0	10.38
5	760	Randolph	1184	137	67	11.57
4	770	Richmond	490	84	43	17.14
3	421	Roanoke Rapids	185	17	10	9.19
4	780	Robeson	1505	273	160	18.14
5	790	Rockingham	920	106	56	11.52
7	800	Rowan	1371	191	108	13.93
8	810	Rutherford	552	68	48	12.32
2	820	Sampson	551	73	49	13.25
4	830	Scotland	465	110	50	23.66
6	840	Stanly	634	77	53	12.15
5	850	Stokes	490	54	32	11.02
7	860	Surry	561	41	29	7.31
8	870	Swain	140	14	8	10.00
5	292	Thomasville City	178	37	24	20.79
8	880	Transylvania	268	20	10	7.46
1	890	Tyrrell	52	8	5	15.38
6	900	Union	2480	356	210	14.35
3	910	Vance	520	118	23	22.69
3	920	Wake	9670	1170	351	12.10
3	930	Warren	179	46	20	25.70
1	940	Washington	129	36	16	27.91
7	950	Watauga	361	42	24	11.63
2	960	Wayne	1247	152	98	12.19
3	422	Weldon City	84	22	5	26.19
4	241	Whiteville City	151	16	8	10.60
7	970	Wilkes	620	64	36	10.32
3	980	Wilson	755	100	35	13.25
7	990	Yadkin	403	44	28	10.92
8	995	Yancey	179	25	22	13.97
<b>TOTALS</b>			<b>95,028</b>	<b>13,616</b>	<b>6,719</b>	<b>14.33%</b>

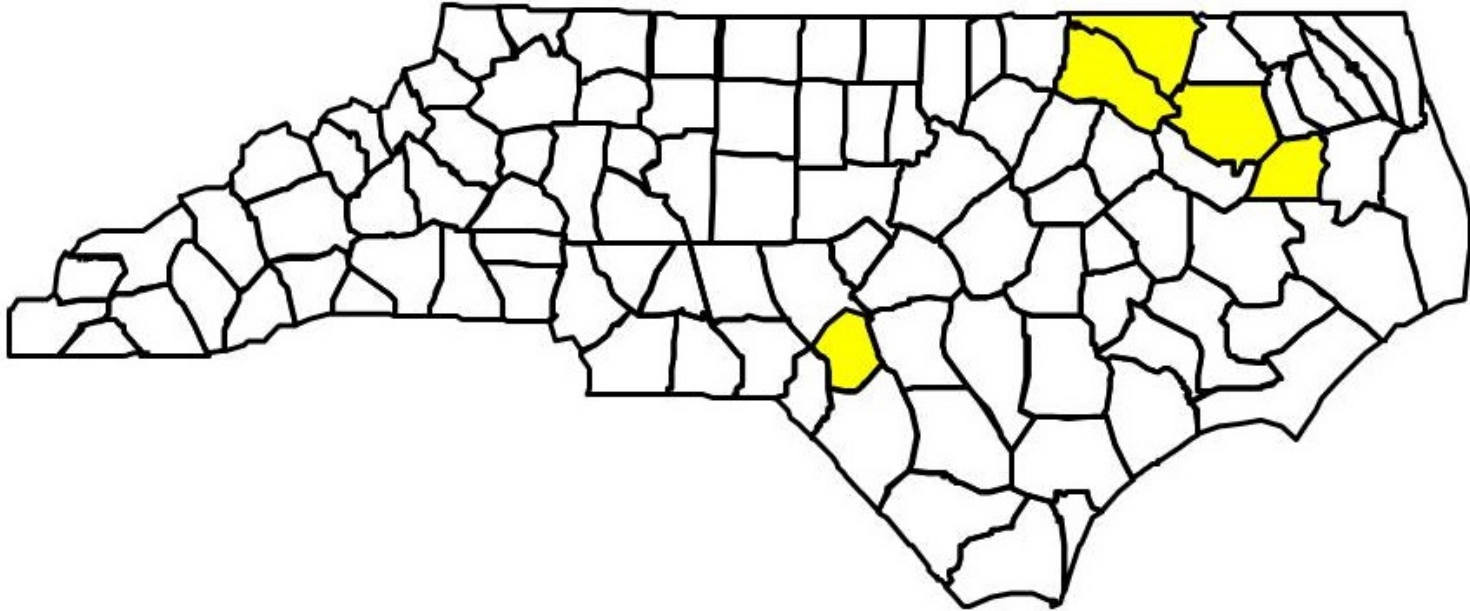
**Table 2: Teacher Turnover by LEA  
(from highest to lowest percentage)**

<b>District</b>	<b>LEA #</b>	<b>LEA Name</b>	<b>Total Teachers</b>	<b>Teachers Leaving</b>	<b>Leaving with Tenure</b>	<b>Turnover Percentage</b>
3	660	Northampton	171	60	10	35.09
3	420	Halifax	259	81	11	31.27
1	940	Washington	129	36	16	27.91
4	470	Hoke	566	155	55	27.39
1	080	Bertie	184	49	15	26.63
1	480	Hyde	72	19	7	26.39
3	422	Weldon City	84	22	5	26.19
3	930	Warren	179	46	20	25.70
4	830	Scotland	465	110	50	23.66
2	690	Pamlico	111	26	14	23.42
3	910	Vance	520	118	23	22.69
2	400	Greene	212	48	30	22.64
3	330	Edgecombe	443	98	48	22.12
5	292	Thomasville City	178	37	24	20.79
3	640	Nash	1069	222	105	20.77
3	350	Franklin	573	116	53	20.24
3	320	Durham	2287	461	188	20.16
5	761	Asheboro City	337	67	40	19.88
7	182	Newton-Conover	199	38	24	19.10
1	460	Hertford	222	41	18	18.47
5	730	Person	326	60	33	18.40
5	291	Lexington City	226	41	18	18.14
4	780	Robeson	1505	273	160	18.14
1	740	Pitt	1629	294	139	18.05
6	040	Anson	256	46	14	17.97
4	430	Harnett	1232	221	93	17.94
5	681	Chapel Hill-Carrboro	940	165	0	17.55
3	390	Granville	531	93	48	17.51
2	310	Duplin	612	107	56	17.48
8	500	Jackson	248	43	19	17.34
1	700	Pasquotank	439	76	39	17.31
4	620	Montgomery	284	49	32	17.25
4	770	Richmond	490	84	43	17.14
4	240	Columbus	433	74	39	17.09
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7	181	Hickory City	300	51	29	17.00

<b>District</b>	<b>LEA #</b>	<b>LEA Name</b>	<b>Total Teachers</b>	<b>Teachers Leaving</b>	<b>Leaving with Tenure</b>	<b>Turnover Percentage</b>
2	250	Craven	958	157	98	16.39
6	600	Mecklenburg	8309	1329	583	15.99
2	540	Lenoir	597	95	39	15.91
2	821	Clinton City	218	34	11	15.60
2	670	Onslow	1483	231	114	15.58
1	890	Tyrrell	52	8	5	15.38
4	090	Bladen	358	55	27	15.36
4	530	Lee	616	94	59	15.26
1	580	Martin	272	41	26	15.07
5	170	Caswell	203	30	17	14.78
5	680	Orange	534	78	48	14.61
4	630	Moore	806	117	59	14.52
1	370	Gates	138	20	19	14.49
6	900	Union	2480	356	210	14.35
1	210	Chowan	163	23	12	14.11
5	010	Alamance	1491	210	110	14.08
8	995	Yancey	179	25	22	13.97
7	800	Rowan	1371	191	108	13.93
2	520	Jones	94	13	10	13.83
6	360	Gaston	1852	251	166	13.55
1	070	Beaufort	503	68	37	13.52
8	450	Henderson	912	123	0	13.49
3	510	Johnston	2207	297	162	13.46
5	190	Chatham	570	76	49	13.33
2	820	Sampson	551	73	49	13.25
3	980	Wilson	755	100	35	13.25
8	111	Asheville City	326	43	23	13.19
2	710	Pender	521	68	38	13.05
8	570	Madison	184	24	14	13.04
6	130	Cabarrus	1861	242	143	13.00
5	410	Guilford	4960	640	346	12.90
8	590	McDowell	451	58	43	12.86
1	720	Perquimans	118	15	10	12.71
7	490	Iredell	1333	169	127	12.68
5	340	Forsyth	3718	465	256	12.51
7	300	Davie	433	54	30	12.47
8	810	Rutherford	552	68	48	12.32
7	491	Mooreville City	325	40	31	12.31
2	960	Wayne	1247	152	98	12.19

District	LEA #	LEA Name	Total Teachers	Teachers Leaving	Leaving with Tenure	Turnover Percentage
6	840	Stanly	634	77	53	12.15
3	920	Wake	9670	1170	351	12.10
7	060	Avery	167	20	13	11.98
8	200	Cherokee	254	30	23	11.81
8	110	Buncombe	1661	196	56	11.80
6	132	Kannapolis City	383	45	30	11.75
1	270	Currituck	247	29	15	11.74
7	950	Watauga	361	42	24	11.63
5	760	Randolph	1184	137	67	11.57
2	100	Brunswick	763	88	40	11.53
5	790	Rockingham	920	106	56	11.52
7	180	Catawba	1057	120	88	11.35
7	140	Caldwell	851	95	68	11.16
5	850	Stokes	490	54	32	11.02
6	230	Cleveland	1122	123	64	10.96
7	990	Yadkin	403	44	28	10.92
8	440	Haywood	524	56	38	10.70
4	241	Whiteville City	151	16	8	10.60
5	290	Davidson	1218	128	70	10.51
8	750	Polk	183	19	0	10.38
7	862	Mt. Airy City	116	12	9	10.34
2	650	New Hanover	1597	165	105	10.33
8	560	Macon	339	35	29	10.32
7	970	Wilkes	620	64	36	10.32
8	380	Graham	88	9	9	10.23
7	050	Ashe	238	24	21	10.08
2	160	Carteret	606	61	38	10.07
7	020	Alexander	338	34	25	10.06
8	870	Swain	140	14	8	10.00
6	550	Lincoln	786	77	36	9.80
1	150	Camden	123	12	11	9.76
3	421	Roanoke Rapids	185	17	10	9.19
7	120	Burke	838	76	60	9.07
8	220	Clay	100	9	7	9.00
8	610	Mitchell	157	14	9	8.92
7	030	Alleghany	119	10	7	8.40
1	280	Dare	384	31	25	8.07
7	861	Elkin City	88	7	5	7.95
8	880	Transylvania	268	20	10	7.46
7	860	Surry	561	41	29	7.31
<b>TOTALS</b>			<b>95,028</b>	<b>13,616</b>	<b>6,719</b>	<b>14.33%</b>

**Teacher Turnover by LEA  
(Top 5 highest)**



District	LEA #	LEA Name	Total Teachers	Teachers Leaving	Leaving with Tenure	Turnover Percentage
3	660	Northampton	171	60	10	35.09
3	420	Halifax	259	81	11	31.27
1	940	Washington	129	36	16	27.91
4	470	Hoke	566	155	55	27.39
1	080	Bertie	184	49	15	26.63

**Table 3: Teacher Turnover by Reasons Categories for 2012-2013**  
(in alphabetical order)

LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	*Turnover for Personal Reasons AND Other Reasons	%	Turnover Initiated by the LEA	%
010	Alamance	1491	210	106	50.48	67	31.90	22	10.48	15	7.14
020	Alexander	338	34	17	50.00	8	23.53	8	23.53	1	2.94
030	Alleghany	119	10	6	60.00	4	40.00	0	0.00	0	0.00
040	Anson	256	46	20	43.48	11	23.91	13	28.26	2	4.35
050	Ashe	238	24	9	37.50	10	41.67	5	20.83	0	0.00
060	Avery	167	20	4	20.00	10	50.00	5	25.00	1	5.00
070	Beaufort	503	68	25	36.76	33	48.53	10	14.71	0	0.00
080	Bertie	184	49	22	44.90	10	20.41	11	22.45	6	12.24
090	Bladen	358	55	23	41.82	14	25.45	12	21.82	6	10.91
100	Brunswick	763	88	21	23.86	33	37.50	22	25.00	12	13.64
110	Buncombe	1661	196	54	27.55	57	29.08	61	31.12	24	12.24
111	Asheville City	326	43	16	37.21	18	41.86	7	16.28	2	4.65
120	Burke	838	76	34	44.74	21	27.63	16	21.05	5	6.58
130	Cabarrus	1861	242	91	37.60	83	34.30	57	23.55	11	4.55
132	Kannapolis City	383	45	23	51.11	6	13.33	14	31.11	2	4.44
140	Caldwell	851	95	43	45.26	29	30.53	22	23.16	1	1.05
150	Camden	123	12	3	25.00	7	58.33	2	16.67	0	0.00
160	Carteret	606	61	11	18.03	34	55.74	16	26.23	0	0.00
170	Caswell	203	30	20	66.67	7	23.33	2	6.67	1	3.33
180	Catawba	1057	120	37	30.83	61	50.83	12	10.00	10	8.33
181	Hickory City	300	51	19	37.25	21	41.18	4	7.84	7	13.73
182	Newton-Conover	199	38	28	73.68	5	13.16	5	13.16	0	0.00
190	Chatham	570	76	28	36.84	30	39.47	13	17.11	5	6.58
200	Cherokee	254	30	0	0.00	18	60.00	9	30.00	3	10.00



LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	*Turnover for Personal Reasons AND Other Reasons	%	Turnover Initiated by the LEA	%
210	Chowan	163	23	12	52.17	8	34.78	3	13.04	0	0.00
220	Clay	100	9	3	33.33	5	55.56	1	11.11	0	0.00
230	Cleveland	1122	123	36	29.27	46	37.40	38	30.89	3	2.44
240	Columbus	433	74	28	37.84	17	22.97	26	35.14	3	4.05
241	Whiteville City	151	16	9	56.25	0	0.00	5	31.25	2	12.50
250	Craven	958	157	63	40.13	63	40.13	27	17.20	4	2.55
260	Cumberland	3682	629	184	29.25	245	38.95	136	21.62	64	10.17
270	Currituck	247	29	11	37.93	4	13.79	12	41.38	2	6.90
280	Dare	384	31	3	9.68	17	54.84	10	32.26	1	3.23
290	Davidson	1218	128	37	28.91	42	32.81	32	25.00	17	13.28
291	Lexington City	226	41	24	58.54	15	36.59	2	4.88	0	0.00
292	Thomasville City	178	37	26	70.27	7	18.92	4	10.81	0	0.00
300	Davie	433	54	25	46.30	12	22.22	14	25.93	3	5.56
310	Duplin	612	107	46	42.99	37	34.58	22	20.56	2	1.87
320	Durham	2287	461	172	37.31	122	26.46	136	29.50	31	6.72
330	Edgecombe	443	98	46	46.94	32	32.65	14	14.29	6	6.12
340	Forsyth	3718	465	164	35.27	173	37.20	119	25.59	9	1.94
350	Franklin	573	116	41	35.34	43	37.07	31	26.72	1	0.86
360	Gaston	1852	251	62	24.70	87	34.66	81	32.27	21	8.37
370	Gates	138	20	2	10.00	14	70.00	4	20.00	0	0.00
380	Graham	88	9	3	33.33	3	33.33	3	33.33	0	0.00
390	Granville	531	93	43	46.24	28	30.11	22	23.66	0	0.00
400	Greene	212	48	27	56.25	14	29.17	7	14.58	0	0.00
410	Guilford	4960	640	202	31.56	219	34.22	179	27.97	40	6.25
420	Halifax	259	81	23	28.40	34	41.98	19	23.46	5	6.17
421	Roanoke Rapids	185	17	6	35.29	5	29.41	5	29.41	1	5.88

LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	*Turnover for Personal Reasons and Other Reasons	%	Turnover Initiated by the LEA	%
422	Weldon City	84	22	11	50.00	4	18.18	4	18.18	3	13.64
430	Harnett	1232	221	59	26.70	97	43.89	58	26.24	7	3.17
440	Haywood	524	56	14	25.00	24	42.86	11	19.64	7	12.50
450	Henderson	912	123	42	34.15	34	27.64	38	30.89	9	7.32
460	Hertford	222	41	21	51.22	10	24.39	9	21.95	1	2.44
470	Hoke	566	155	47	30.32	47	30.32	60	38.71	1	0.65
480	Hyde	72	19	3	15.79	8	42.11	5	26.32	3	15.79
490	Iredell	1333	169	61	36.09	81	47.93	25	14.79	2	1.18
491	Mooreville City	325	40	9	22.50	19	47.50	10	25.00	2	5.00
500	Jackson	248	43	15	34.88	16	37.21	10	23.26	2	4.65
510	Johnston	2207	297	134	45.12	97	32.66	66	22.22	0	0.00
520	Jones	94	13	7	53.85	5	38.46	1	7.69	0	0.00
530	Lee	616	94	45	47.87	20	21.28	23	24.47	6	6.38
540	Lenoir	597	95	33	34.74	49	51.58	10	10.53	3	3.16
550	Lincoln	786	77	19	24.68	31	40.26	19	24.68	8	10.39
560	Macon	339	35	10	28.57	13	37.14	10	28.57	2	5.71
570	Madison	184	24	12	50.00	4	16.67	6	25.00	2	8.33
580	Martin	272	41	23	56.10	11	26.83	7	17.07	0	0.00
590	McDowell	451	58	26	44.83	21	36.21	11	18.97	0	0.00
600	Mecklenburg	8309	1329	368	27.69	504	37.92	375	28.22	82	6.17
610	Mitchell	157	14	7	50.00	2	14.29	5	35.71	0	0.00
620	Montgomery	284	49	29	59.18	15	30.61	1	2.04	4	8.16
630	Moore	806	117	33	28.21	63	53.85	18	15.38	3	2.56
640	Nash	1069	222	92	41.44	65	29.28	38	17.12	27	12.16
650	New Hanover	1597	165	44	26.67	52	31.52	48	29.09	21	12.73
660	Northampton	171	60	18	30.00	24	40.00	15	25.00	3	5.00

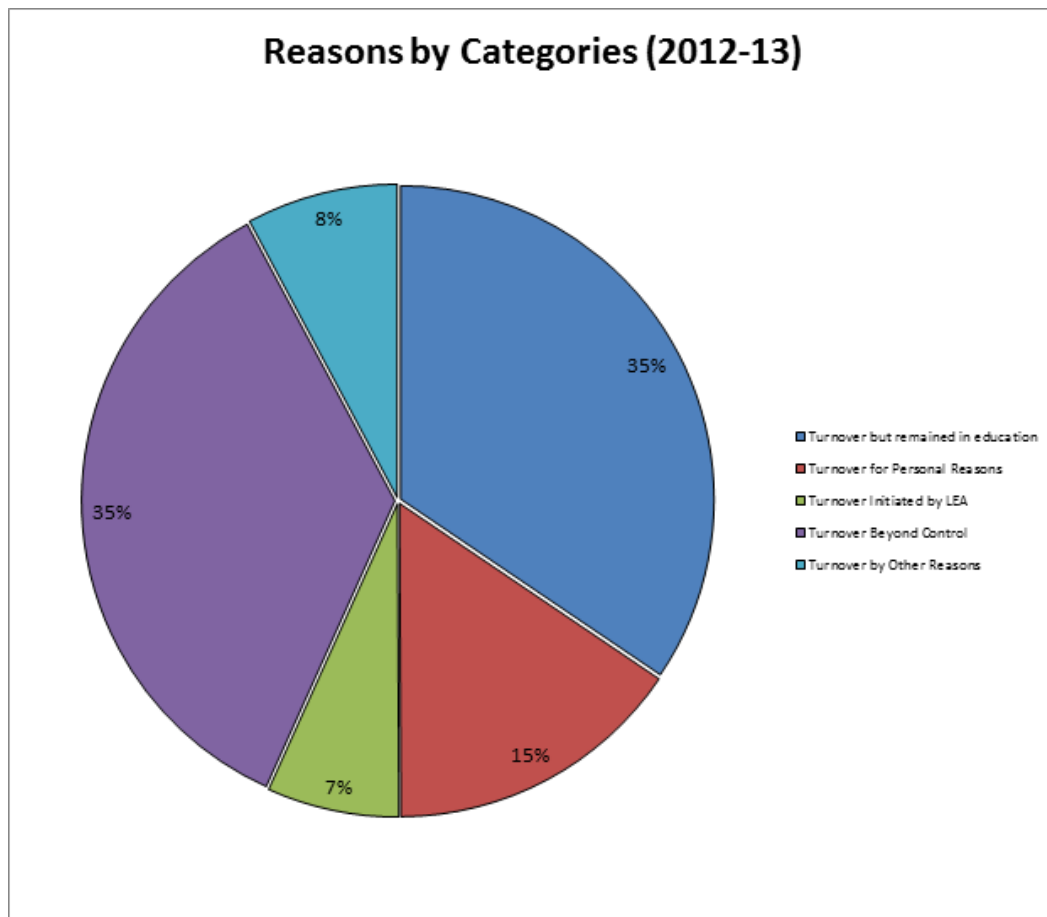
LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	*Turnover for Personal Reasons AND Other Reasons	%	Turnover Initiated by the LEA	%
670	Onslow	1483	231	61	26.41	122	52.81	38	16.45	10	4.33
680	Orange	534	78	34	43.59	27	34.62	13	16.67	4	5.13
681	Chapel Hill-Carrboro	940	165	51	30.91	62	37.58	36	21.82	16	9.70
690	Pamlico	111	26	6	23.08	16	61.54	3	11.54	1	3.85
700	Pasquotank	439	76	24	31.58	27	35.53	16	21.05	9	11.84
710	Pender	521	68	24	35.29	20	29.41	21	30.88	3	4.41
720	Perquimans	118	15	10	66.67	3	20.00	1	6.67	1	6.67
730	Person	326	60	29	48.33	9	15.00	17	28.33	5	8.33
740	Pitt	1629	294	121	41.16	104	35.37	48	16.33	21	7.14
750	Polk	183	19	6	31.58	8	42.11	5	26.32	0	0.00
760	Randolph	1184	137	64	46.72	49	35.77	19	13.87	5	3.65
761	Asheboro City	337	67	33	49.25	27	40.30	7	10.45	0	0.00
770	Richmond	490	84	22	26.19	23	27.38	32	38.10	7	8.33
780	Robeson	1505	273	123	45.05	72	26.37	71	26.01	7	2.56
790	Rockingham	920	106	24	22.64	50	47.17	21	19.81	11	10.38
800	Rowan	1371	191	55	28.80	66	34.55	55	28.80	15	7.85
810	Rutherford	552	68	20	29.41	37	54.41	11	16.18	0	0.00
820	Sampson	551	73	27	36.99	35	47.95	9	12.33	2	2.74
821	Clinton City	218	34	15	44.12	13	38.24	4	11.76	2	5.88
830	Scotland	465	110	51	46.36	28	25.45	24	21.82	7	6.36
840	Stanly	634	77	31	40.26	30	38.96	13	16.88	3	3.90
850	Stokes	490	54	26	48.15	18	33.33	6	11.11	4	7.41
860	Surry	561	41	15	36.59	19	46.34	6	14.63	1	2.44
861	Elkin City	88	7	2	28.57	3	42.86	2	28.57	0	0.00
862	Mt. Airy City	116	12	8	66.67	2	16.67	1	8.33	1	8.33
870	Swain	140	14	4	28.57	4	28.57	6	42.86	0	0.00
880	Transylvania	268	20	4	20.00	8	40.00	5	25.00	3	15.00

LEA Code	LEA	Total Teachers	Teachers Leaving	Turnover but remained in Education	%	Turnover Beyond Control	%	*Turnover for Personal Reasons AND Other Reasons	%	Turnover Initiated by the LEA	%
890	Tyrrell	52	8	1	12.50	3	37.50	4	50.00	0	0.00
900	Union	2480	356	79	22.19	98	27.53	96	26.97	83	23.31
910	Vance	520	118	62	52.54	31	26.27	20	16.95	5	4.24
920	Wake	9670	1170	298	25.47	420	35.90	299	25.56	153	13.08
930	Warren	179	46	13	28.26	26	56.52	6	13.04	1	2.17
940	Washington	129	36	17	47.22	12	33.33	6	16.67	1	2.78
950	Watauga	361	42	5	11.90	18	42.86	11	26.19	8	19.05
960	Wayne	1247	152	65	42.76	68	44.74	16	10.53	3	1.97
970	Wilkes	620	64	33	51.56	17	26.56	12	18.75	2	3.13
980	Wilson	755	100	55	55.00	30	30.00	9	9.00	6	6.00
990	Yadkin	403	44	22	50.00	9	20.45	12	27.27	1	2.27
995	Yancey	179	25	12	48.00	7	28.00	6	24.00	0	0.00
<b>Totals</b>		<b>95028</b>	<b>13616</b>	<b>4692</b>	<b>34.46</b>	<b>4827</b>	<b>35.44</b>	<b>3169</b>	<b>23.28</b>	<b>928</b>	<b>6.82</b>

\*Turnover for Personal Reasons and Turnover for Other Reasons are combined in this chart, which includes individuals retiring with reduced benefits, individuals resigning to teach in a non-public school in NC, individuals resigning to teach in another state, individuals dissatisfied with teaching, individuals seeking a career change, teachers resigning or leaving teaching for reasons not listed, and those who resigned for unknown and other reasons.

- ✓ Turnover but remained in education includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education.
- ✓ Turnover Beyond Control includes individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, death, and individuals who resigned due to family relocation.
- ✓ Turnover Initiated by the LEA includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal.

## Teacher Turnover Reasons by Categories (2012-2013)



### Categories of Reasons why Teachers Leave the Profession

#### **Turnover but remained in education (35%)**

(Includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education)

#### **Turnover for Personal Reasons (15%)**

(Includes individuals retiring with reduced benefits, individuals resigning to teach in a non-public school in NC, individuals resigning to teach in another state, individuals dissatisfied with teaching, individuals seeking a career change)

#### **Turnover Initiated by the LEA (7%)**

(Includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal)

#### **Turnover Beyond Control (35%)**

(Includes individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, death, and individuals who resigned due to family relocation)

#### **Turnover for Other Reasons (8%)**

(Includes teachers resigning or leaving teaching for reasons not listed or those who resigned for unknown and other reasons)

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## **Section C**

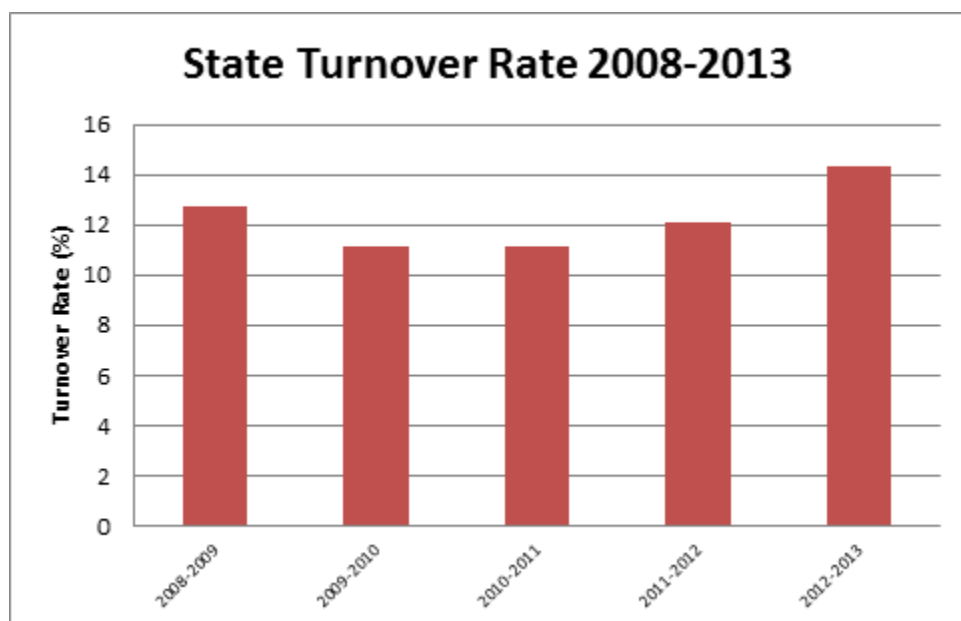
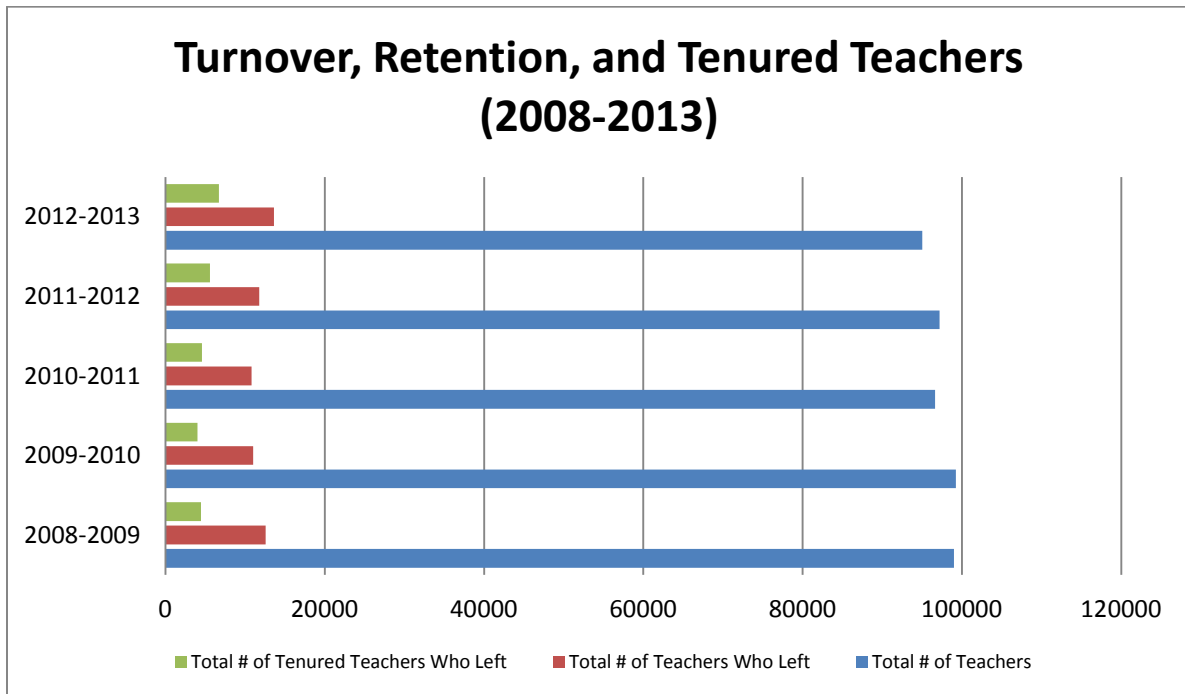
### **State Teacher Turnover Analysis: Five-Year Trends**

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**Table 4: State Turnover Rate, State Retention Rate, and Number of Tenured Teachers (2008-2013)**

- The Turnover, Retention, and Tenured Teachers chart compares the state teacher turnover rate to the number of teachers retained in North Carolina over the past five years and the number of tenured teachers who left the profession. There were 95,028 teachers retained during the 2012-2013. Of the 13,616 teachers reported as leaving, **6,719** (49.35%) had tenure (Career Status). This represents an increase of teachers reported that left teaching who had tenure over the past five years. During the 2011-2012 school year, **5,599** (47.48%) of the teachers who left had tenure; in 2010-2011, **4,594** (42.56%); in 2009-2010, **4,022** (36.52%); and in 2008-2009, **4,478** (35.55%) of the teachers who left had tenure.
- The State Turnover Rate chart illustrates the state turnover rates for the past five years. This year, the state turnover rate is 14.33% which is up from the 12.13% reported for 2011-2012.



**Table 5: Five-Year Average LEA Teacher Turnover  
(in alphabetical order)**

<b>LEA Code</b>	<b>LEA Name</b>	<b>Turnover 2008-2009 (%)</b>	<b>Turnover 2009-2010 (%)</b>	<b>Turnover 2010-2011 (%)</b>	<b>Turnover 2011-2012 (%)</b>	<b>Turnover 2012-2013 (%)</b>	<b>Five Year Average (%)</b>
010	Alamance	13.80	12.52	11.41	12.79	14.08	12.92
020	Alexander	7.12	8.29	5.93	7.35	10.06	7.75
030	Alleghany	12.12	8.57	6.06	11.81	8.40	8.71
040	Anson	17.06	14.53	15.09	16.09	17.97	16.15
050	Ashe	7.84	4.84	8.73	8.87	10.08	8.07
060	Avery	11.76	9.63	9.69	9.41	11.98	10.49
070	Beaufort	12.76	11.55	11.52	11.48	13.52	12.17
080	Bertie	16.35	22.22	14.95	4.84	26.63	17.00
090	Bladen	11.44	8.27	7.21	10.13	15.36	10.48
100	Brunswick	12.23	10.45	12.17	13.42	11.53	11.96
110	Buncombe	10.29	6.84	8.60	9.22	11.80	9.35
111	Asheville City	11.55	10.03	5.30	5.25	13.19	9.06
120	Burke	9.58	5.27	5.27	13.49	9.07	8.54
130	Cabarrus	9.64	7.62	9.31	10.54	13.00	10.02
132	Kannapolis City	13.95	6.46	9.18	12.72	11.75	10.81
140	Caldwell	11.43	8.77	6.42	8.09	11.16	9.18
150	Camden	0.75	9.59	1.52	5.37	9.76	5.40
160	Carteret	11.36	11.08	8.20	12.80	10.07	10.70
170	Caswell	14.47	16.59	13.76	16.36	14.78	15.19
180	Catawba	10.39	11.27	8.56	8.87	11.35	10.09
181	Hickory City	13.87	10.22	12.54	12.71	17.00	13.27
182	Newton-Conover	13.36	11.47	8.46	9.13	19.10	12.30
190	Chatham	15.24	10.03	10.80	10.82	13.33	12.04
200	Cherokee	9.06	5.99	8.86	9.73	11.81	9.09
210	Chowan	16.40	7.51	9.30	9.41	14.11	11.35
220	Clay	7.55	6.67	4.04	6.93	9.00	6.84
230	Cleveland	9.15	8.65	9.24	10.04	10.96	9.61
240	Columbus	12.85	11.11	13.50	13.72	17.09	13.65
241	Whiteville City	15.82	13.94	9.87	14.19	10.60	12.88
250	Craven	14.03	14.46	12.10	11.77	16.39	13.75
260	Cumberland	15.67	13.22	15.13	15.76	17.08	15.37
270	Currituck	8.15	14.29	12.37	13.46	11.74	12.00
280	Dare	8.10	4.52	7.25	7.30	8.07	7.05
290	Davidson	9.45	8.84	9.90	8.00	10.51	9.34
291	Lexington City	16.95	13.78	15.42	12.16	18.14	15.29
292	Thomasville City	22.51	8.47	13.61	14.67	20.79	16.01
300	Davie	10.22	14.14	10.30	7.99	12.47	11.02
310	Duplin	11.95	3.70	13.67	13.02	17.48	11.96
320	Durham	16.98	17.53	18.10	18.25	20.16	18.20
330	Edgecombe	17.51	16.00	15.63	17.88	22.12	17.83
340	Forsyth	10.73	9.36	11.76	14.32	12.51	11.73



<b>LEA Code</b>	<b>LEA Name</b>	<b>Turnover 2008-2009 (%)</b>	<b>Turnover 2009-2010 (%)</b>	<b>Turnover 2010-2011 (%)</b>	<b>Turnover 2011-2012 (%)</b>	<b>Turnover 2012-2013 (%)</b>	<b>Five Year Average (%)</b>
350	Franklin	13.41	7.64	6.64	8.59	20.24	11.31
360	Gaston	12.58	7.61	8.89	10.86	13.55	10.70
370	Gates	10.83	14.94	11.43	14.79	14.49	13.30
380	Graham	12.50	5.43	7.78	6.67	10.23	8.52
390	Granville	12.91	10.17	13.53	17.29	17.51	14.28
400	Greene	10.57	15.02	11.11	15.46	22.64	14.96
410	Guilford	12.87	10.41	10.08	11.66	12.90	11.58
420	Halifax	20.44	31.82	22.61	24.29	31.27	26.09
421	Roanoke Rapids	10.66	11.11	4.19	10.47	9.19	9.12
422	Weldon City	20.78	12.28	14.77	28.41	26.19	20.49
430	Harnett	16.42	12.90	14.24	14.42	17.94	15.18
440	Haywood	7.87	9.95	7.99	14.36	10.70	10.17
450	Henderson	10.59	8.65	9.52	10.15	13.49	10.48
460	Hertford	17.20	14.46	9.09	12.99	18.47	14.44
470	Hoke	21.79	18.08	20.70	20.91	27.39	21.77
480	Hyde	16.44	12.12	10.00	14.67	26.39	15.92
490	Iredell	12.35	9.51	9.81	7.48	12.68	10.37
491	Mooreville City	11.45	11.36	5.37	12.15	12.31	10.53
500	Jackson	17.04	14.23	12.70	16.47	17.34	15.56
510	Johnston	12.42	9.55	8.63	11.73	13.46	11.16
520	Jones	25.69	12.50	14.22	13.91	13.83	16.03
530	Lee	15.21	12.62	14.00	11.02	15.26	13.62
540	Lenoir	18.06	13.13	14.12	11.66	15.91	14.58
550	Lincoln	10.93	7.44	7.34	10.04	9.80	9.11
560	Macon	15.43	5.96	7.20	9.17	10.32	9.62
570	Madison	13.99	9.95	8.63	11.73	13.04	11.47
580	Martin	14.47	12.46	9.67	13.53	15.07	13.04
590	McDowell	9.83	7.68	8.33	6.18	12.86	8.98
600	Mecklenburg	13.27	11.67	14.07	14.36	15.99	13.87
610	Mitchell	7.36	6.08	7.91	7.27	8.92	7.51
620	Montgomery	14.63	12.88	13.41	11.07	17.25	13.85
630	Moore	10.77	10.34	11.50	13.87	14.52	12.20
640	Nash	13.32	16.04	10.30	15.11	20.77	15.11
650	New Hanover	10.11	8.02	8.49	10.03	10.33	9.40
660	Northampton	23.25	25.98	15.38	22.28	35.09	24.40
670	Onslow	15.14	13.45	14.26	12.96	15.58	14.28
680	Orange	15.69	11.99	8.49	10.77	14.61	12.31
681	Chapel Hill-Carrboro	11.86	12.60	10.71	12.78	17.55	13.10
690	Pamlico	19.70	21.88	23.97	18.64	23.42	21.52
700	Pasquotank	14.84	11.13	10.00	8.53	17.31	12.36
710	Pender	13.06	10.18	12.54	14.68	13.05	12.70
720	Perquimans	13.18	13.64	8.61	14.60	12.71	12.55
730	Person	19.46	18.55	15.65	22.19	18.40	18.85
740	Pitt	14.32	10.35	13.79	8.60	18.05	13.02

<b>LEA Code</b>	<b>LEA Name</b>	<b>Turnover 2008-2009 (%)</b>	<b>Turnover 2009-2010 (%)</b>	<b>Turnover 2010-2011 (%)</b>	<b>Turnover 2011-2012 (%)</b>	<b>Turnover 2012-2013 (%)</b>	<b>Five Year Average (%)</b>
750	Polk	7.65	5.47	8.81	11.40	10.38	8.74
760	Randolph	10.93	12.76	11.55	12.29	11.57	11.82
761	Asheboro City	18.21	11.49	10.06	13.27	19.88	14.58
770	Richmond	16.99	17.27	14.37	16.27	17.14	16.41
780	Robeson	15.38	8.63	5.36	8.58	18.14	11.22
790	Rockingham	8.92	7.09	9.99	11.49	11.52	9.80
800	Rowan	13.72	10.11	10.16	11.08	13.93	11.80
810	Rutherford	7.56	10.62	10.12	8.82	12.32	9.89
820	Sampson	11.45	10.33	10.02	11.37	13.25	11.28
821	Clinton City	16.82	10.81	11.57	11.72	15.60	13.30
830	Scotland	15.63	15.10	14.20	21.29	23.66	17.98
840	Stanly	11.88	8.76	6.33	7.15	12.15	9.25
850	Stokes	11.98	6.80	6.75	9.80	11.02	9.27
860	Surry	10.88	4.18	4.70	6.74	7.31	6.76
861	Elkin City	9.38	8.33	11.00	2.02	7.95	7.74
862	Mt. Airy City	11.28	2.78	11.82	7.14	10.34	8.67
870	Swain	12.00	12.08	4.96	10.00	10.00	9.81
880	Transylvania	9.89	9.64	7.34	10.26	7.46	8.92
890	Tyrrell	16.67	1.89	19.23	11.54	15.38	12.94
900	Union	13.57	13.78	9.73	11.01	14.35	12.49
910	Vance	19.76	17.58	17.50	16.70	22.69	18.85
920	Wake	11.12	10.74	11.12	11.61	12.10	11.34
930	Warren	18.97	21.54	20.00	12.00	25.70	19.64
940	Washington	9.41	17.86	15.33	28.00	27.91	19.70
950	Watauga	7.44	11.72	8.27	11.92	11.63	10.20
960	Wayne	10.96	15.56	10.80	10.89	12.19	12.08
970	Wilkes	11.63	14.11	11.96	9.77	10.32	11.56
980	Wilson	13.42	14.60	10.13	11.79	13.25	12.64
990	Yadkin	9.09	5.90	7.40	6.16	10.92	7.89
995	Yancey	11.35	9.34	9.27	4.97	13.97	9.78

**Table 6: Five Year Average LEA Teacher Turnover  
(from highest to lowest percentage)**

<b>Rank H-L</b>	<b>LEA Code</b>	<b>LEA Name</b>	<b>5 -Year Avg. (%)</b>
1	420	Halifax	26.09
2	660	Northampton	24.4
3	470	Hoke	21.77
4	690	Pamlico	21.52
5	422	Weldon City	20.49
6	940	Washington	19.7
7	930	Warren	19.64
8	730	Person	18.85
9	910	Vance	18.85
10	320	Durham	18.2
11	830	Scotland	17.98
12	330	Edgecombe	17.83
13	80	Bertie	17
14	770	Richmond	16.41
15	40	Anson	16.15
16	520	Jones	16.03
17	292	Thomasville City	16.01
18	480	Hyde	15.92
19	500	Jackson	15.56
20	260	Cumberland	15.37
21	291	Lexington City	15.29
22	170	Caswell	15.19
23	430	Harnett	15.18
24	640	Nash	15.11
25	400	Greene	14.96
26	761	Asheboro City	14.58
27	540	Lenoir	14.58
28	460	Hertford	14.44
29	390	Granville	14.28
30	670	Onslow	14.28
31	600	Mecklenburg	13.87
32	620	Montgomery	13.85
33	250	Craven	13.75
34	240	Columbus	13.65
35	530	Lee	13.62
36	821	Clinton City	13.3

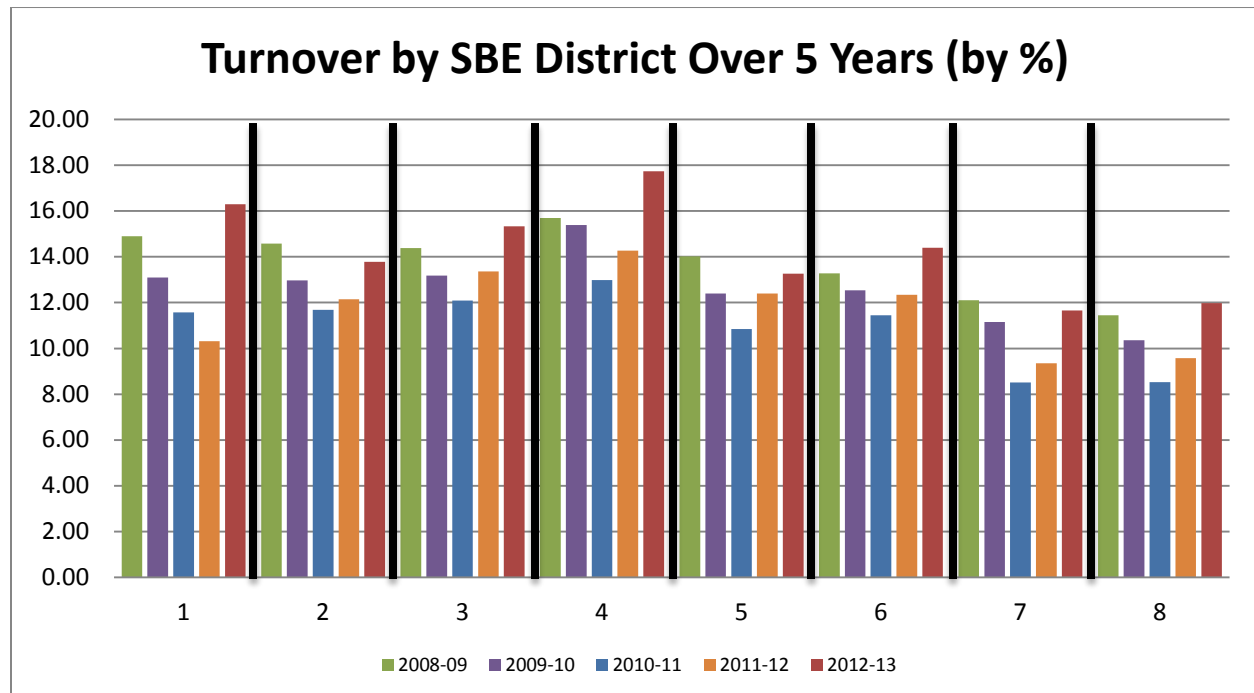
<b>Rank H-L</b>	<b>LEA Code</b>	<b>LEA Name</b>	<b>5 -Year Avg. (%)</b>
37	370	Gates	13.3
38	181	Hickory City	13.27
39	681	Chapel Hill-Carrboro	13.1
40	580	Martin	13.04
41	740	Pitt	13.02
42	890	Tyrrell	12.94
43	10	Alamance	12.92
44	241	Whiteville City	12.88
45	710	Pender	12.7
46	980	Wilson	12.64
47	720	Perquimans	12.55
48	900	Union	12.49
49	700	Pasquotank	12.36
50	680	Orange	12.31
51	182	Newton-Conover	12.3
52	630	Moore	12.2
53	70	Beaufort	12.17
54	960	Wayne	12.08
55	190	Chatham	12.04
56	270	Currituck	12
57	100	Brunswick	11.96
58	310	Duplin	11.96
59	760	Randolph	11.82
60	800	Rowan	11.8
61	340	Forsyth	11.73
62	410	Guilford	11.58
63	970	Wilkes	11.56
64	570	Madison	11.47
65	210	Chowan	11.35
66	920	Wake	11.34
67	350	Franklin	11.31
68	820	Sampson	11.28
69	780	Robeson	11.22
70	510	Johnston	11.16
71	300	Davie	11.02
72	132	Kannapolis City	10.81
73	160	Carteret	10.7
74	360	Gaston	10.7
75	491	Mooresville City	10.53

<b>Rank H-L</b>	<b>LEA Code</b>	<b>LEA Name</b>	<b>5 -Year Avg. (%)</b>
76	60	Avery	10.49
77	450	Henderson	10.48
78	90	Bladen	10.48
79	490	Iredell	10.37
80	950	Watauga	10.2
81	440	Haywood	10.17
82	180	Catawba	10.09
83	130	Cabarrus	10.02
84	810	Rutherford	9.89
85	870	Swain	9.81
86	790	Rockingham	9.8
87	995	Yancey	9.78
88	560	Macon	9.62
89	230	Cleveland	9.61
90	650	New Hanover	9.4
91	110	Buncombe	9.35
92	290	Davidson	9.34
93	850	Stokes	9.27
94	840	Stanly	9.25
95	140	Caldwell	9.18
96	421	Roanoke Rapids	9.12
97	550	Lincoln	9.11
98	200	Cherokee	9.09
99	111	Asheville City	9.06
100	590	McDowell	8.98
101	880	Transylvania	8.92
102	750	Polk	8.74
103	30	Alleghany	8.71
104	862	Mt. Airy City	8.67
105	120	Burke	8.54
106	380	Graham	8.52
107	50	Ashe	8.07
108	990	Yadkin	7.89
109	20	Alexander	7.75
110	861	Elkin City	7.74
111	610	Mitchell	7.51
112	280	Dare	7.05
113	220	Clay	6.84
114	860	Surry	6.76
115	150	Camden	5.4

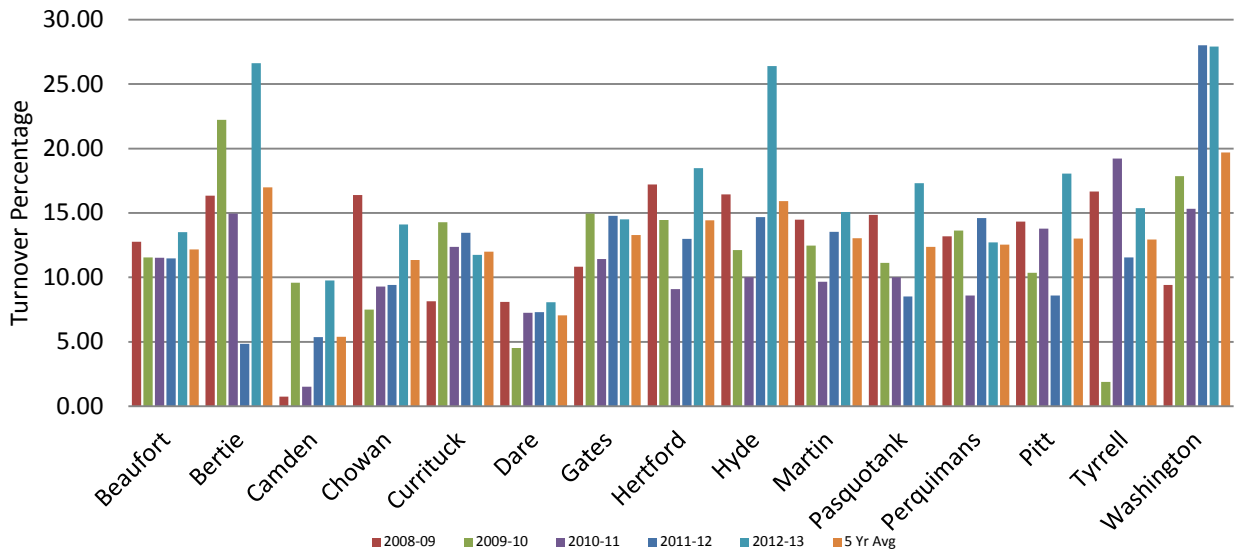
**Table 7: Five Year Average Teacher Turnover  
(by State Board of Education District)**

<b>North Carolina's State Board of Education Districts</b>	
District 1 - Northeast	District 5 - Piedmont-Triad/Central
District 2 - Southeast	District 6 - Southwest
District 3 - North Central	District 7 - Northwest
District 4 - Sandhills/South Central	District 8 - Western

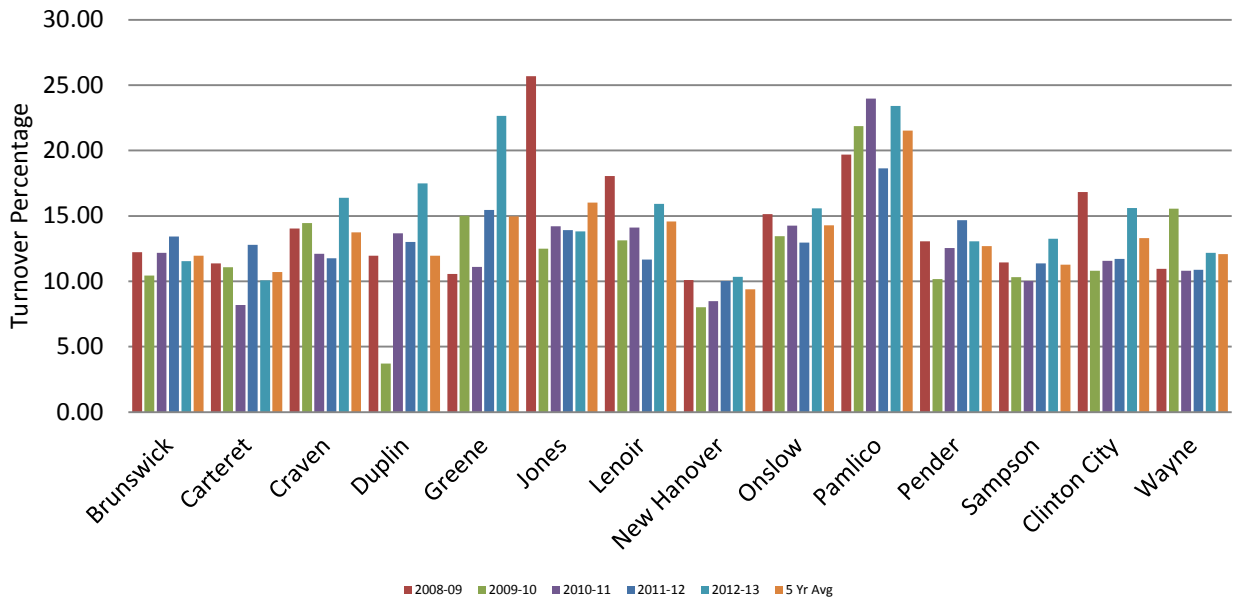
<b>DISTRICT</b>	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013 (%)</b>
<b>1</b>	13.09%	11.45%	11.57	10.32	16.30
<b>2</b>	12.97%	11.65%	11.69	12.14	13.77
<b>3</b>	13.18%	12.81%	12.08	13.37	15.32
<b>4</b>	15.39%	12.56%	12.99	14.26	17.73
<b>5</b>	12.39%	10.57%	10.84	12.40	13.26
<b>6</b>	12.54%	10.58%	11.44	12.33	14.40
<b>7</b>	11.15%	9.21%	8.51	9.35	11.65
<b>8</b>	10.36%	8.42%	8.53	9.57	11.97



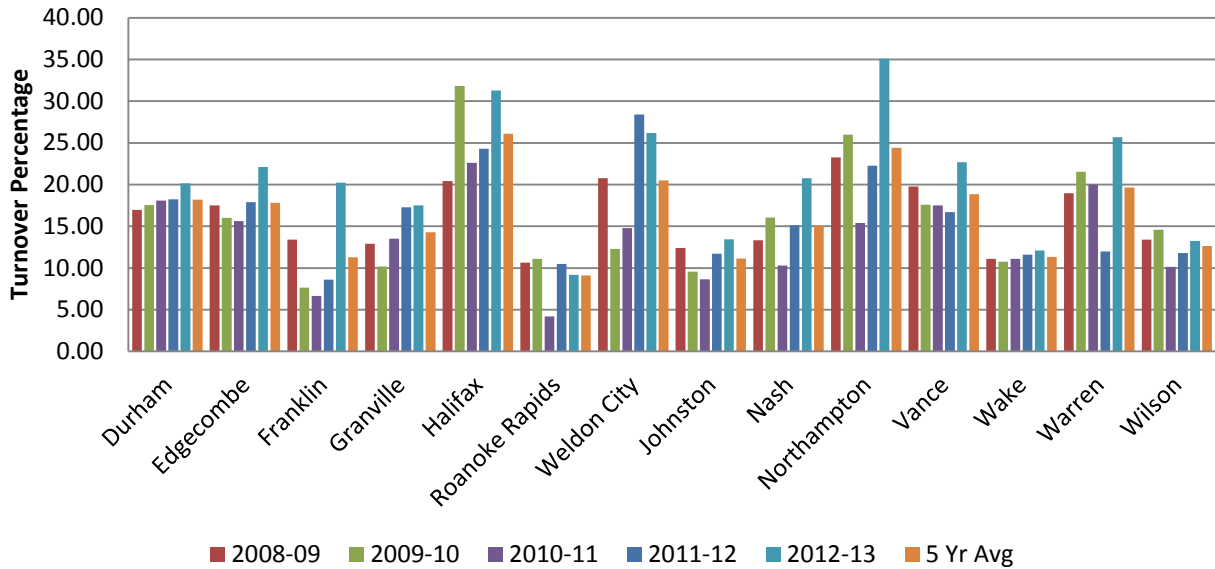
## LEA Turnover (2008-2013) District 1



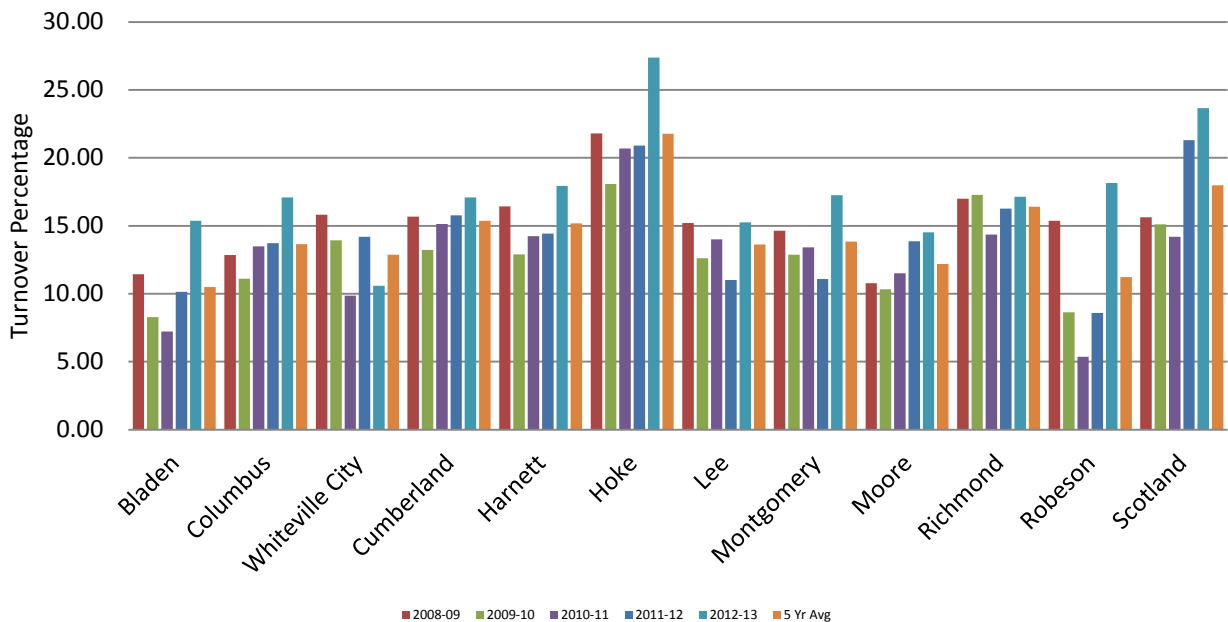
## LEA Turnover (2008-2013) District 2



## LEA Turnover (2008-2013) District 3

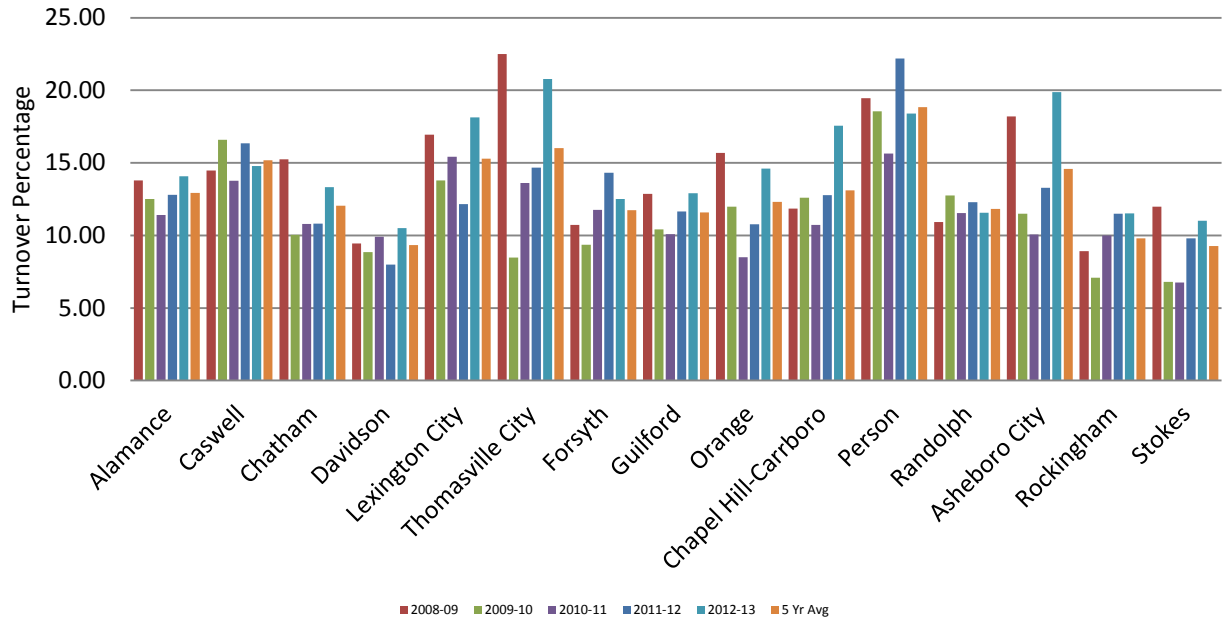


## LEA Turnover (2008-2013) District 4

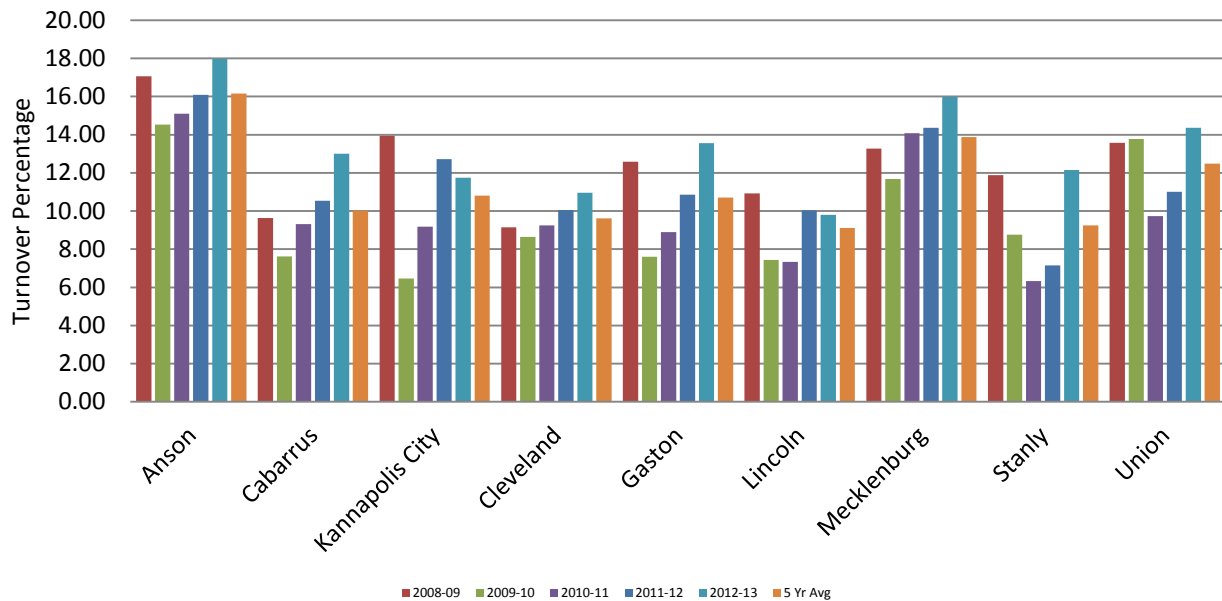




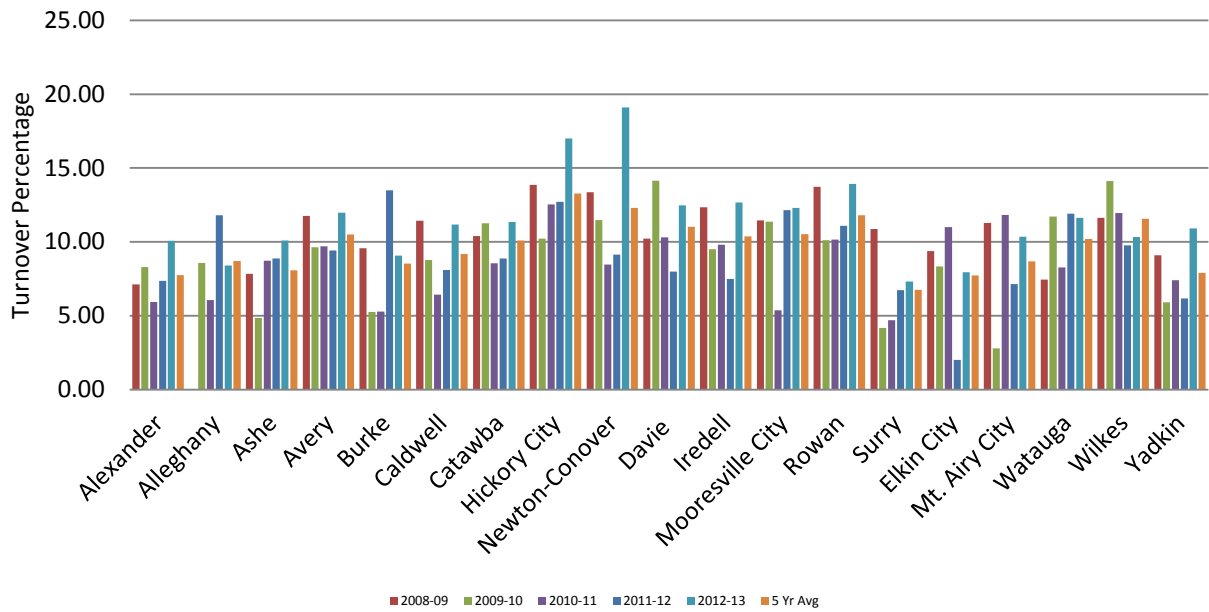
## LEA Turnover (2008-2013) District 5



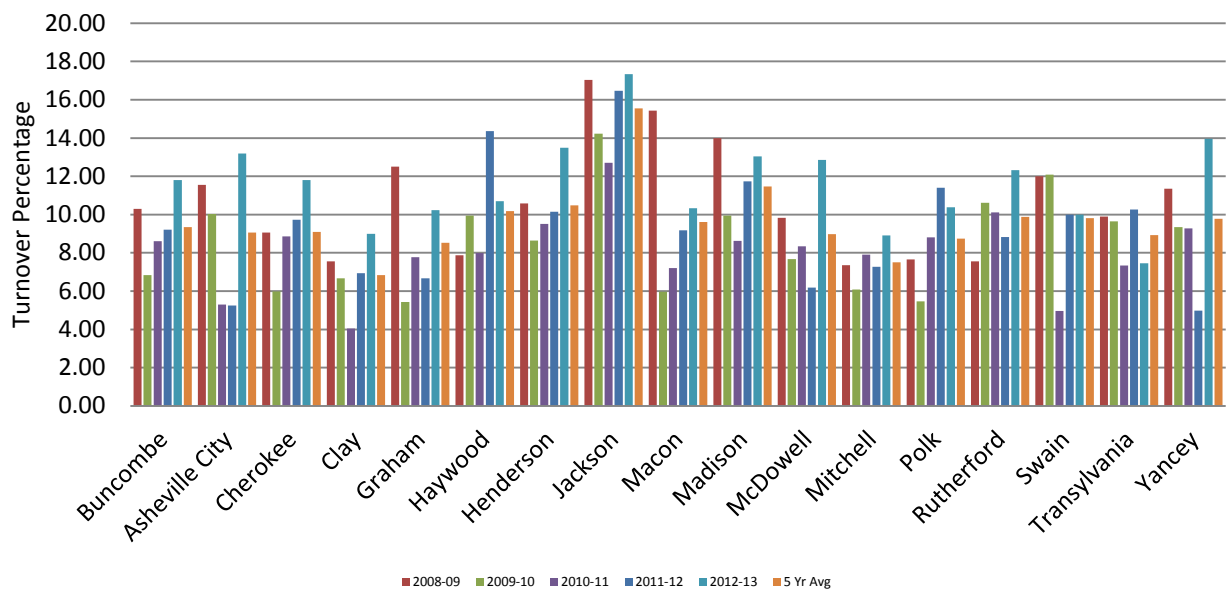
## LEA Turnover (2008-2013) District 6



## LEA Turnover (2008-2013) District 7



## LEA Turnover (2008-2013) District 8



**Table 8: Top Five Reasons for Teacher Turnover (2008-2013)**  
(from highest to lowest)

<b>RANK</b>	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
1	To teach elsewhere	To teach elsewhere	To teach elsewhere	To teach elsewhere	To teach elsewhere/remain in education
2	Retired	Retired	Retired	Retired	Retired
3	Family Relocation	Family Relocation	Family Relocation	Family Relocation	Family Relocation
4	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons	Other/Unknown Reasons
5	Family responsibilities/childcare	Family responsibilities/childcare	Family responsibilities/childcare	Stayed in LEA in a non-teaching position	Contracts ended-not rehired

The top five reasons for teachers leaving for 2012-2013 are as follows:

1. To teach elsewhere/remain in education (*another LEA, charter school, non-teaching position, sabbatical/continue education*)
2. Retired
3. Family Relocation
4. Other/Unknown reasons
5. Contracts ended-not rehired

**Table 9: Turnover Reasons by Categories  
(2008-2013)**

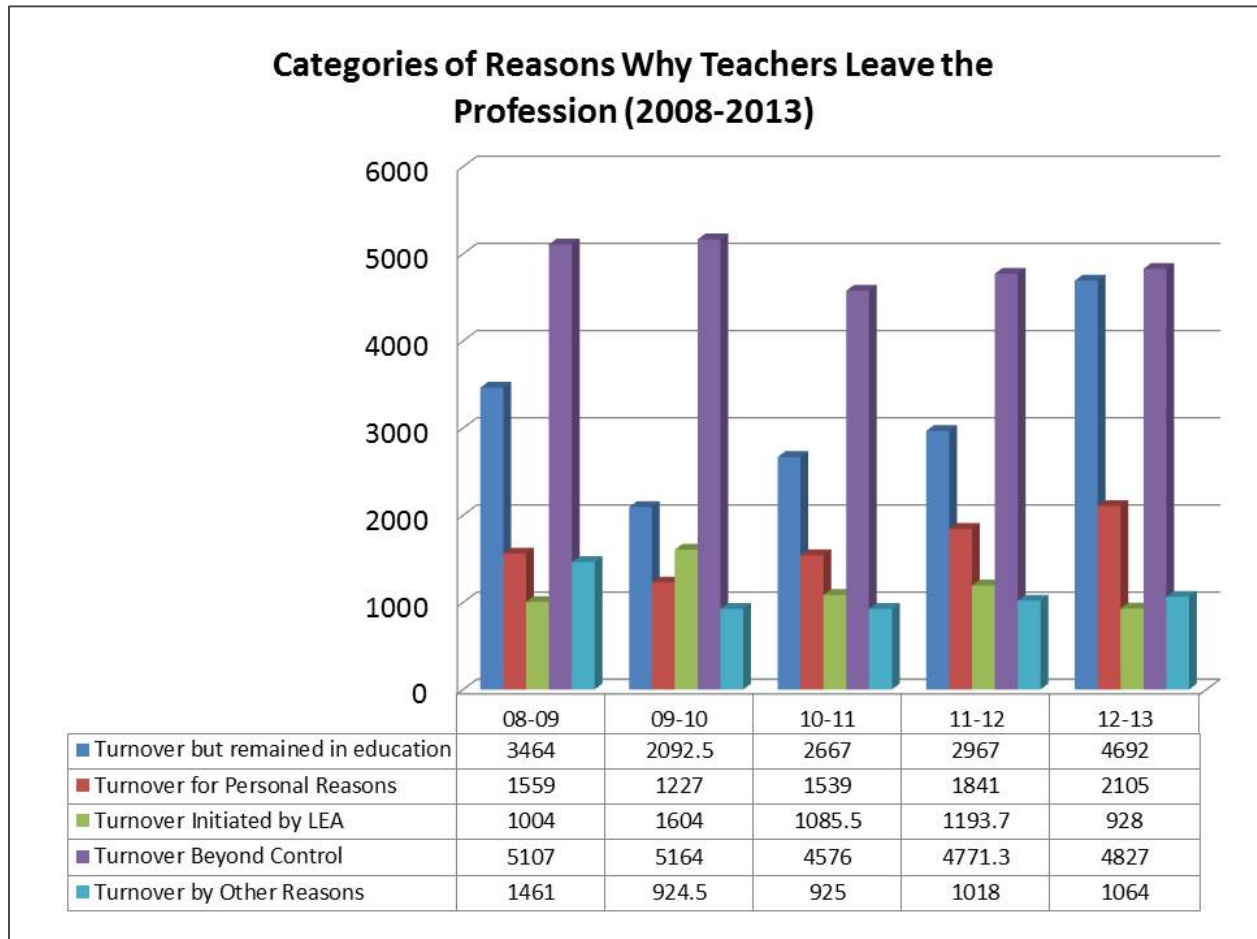
<b>Turnover Reasons</b>	<b>2008-2009</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>
<b>Turnover but remained in education</b>	<b>3464</b>	<b>2092.5</b>	<b>2667</b>	<b>2967</b>	<b>4692</b>
Resigned to teach in another NC LEA	2073	892.5	1364	1625	2851
Resigned to teach in a NC Charter School	72	53	44	49	145
Moved to a non-teaching position in education	994	888	1020	1051	1447
Resigned to continue education/sabbatical	325	259	239	242	249
<b>Turnover for Personal Reasons</b>	<b>1559</b>	<b>1227</b>	<b>1539</b>	<b>1841</b>	<b>2105</b>
Retired with reduced benefits	228	276	385	484	574
Resigned to teach in an NC non-public/private school	109	90	114	116	143
Resigned to teach in another state	493	352	312	341	455
Dissatisfied with teaching <b>or</b> career change	541	366	640	816	887
Did not obtain or maintain license	188	143	88	84	46
<b>Turnover Initiated by LEA</b>	<b>1004</b>	<b>1604</b>	<b>1085.5</b>	<b>1193.7</b>	<b>928</b>
Non-renewal (probationary contract ended)	153	375	255	339	175
Interim contract ended--not rehired	665	1019	637.5	690.7	649
Resigned in lieu of dismissal	169	158	165	147	87
Dismissed	17	52	28	17	17
<b>Turnover Beyond Control</b>	<b>5107</b>	<b>5164</b>	<b>4576</b>	<b>4771.3</b>	<b>4827</b>
Reduction in Force	40	498	227	172	33
Retired with full benefits	1791	1621	1808	2021	1966
Re-employed retired teacher resigned	457	868	203	196	174
Resigned due to family responsibilities/childcare	694	535	569	640	716
Resigned due to family relocation	1478	1051	1183	1239	1346
Resigned due to health/disability	210	157	204	215.3	222
Resigned due movement required by Military Orders	86	109	91	126	108
Deceased	61	56	55	65	55
End of VIF Term	209	185	108	57	93
End of TFA Term	81	84	128	40	114
<b>Turnover by Other Reasons</b>	<b>1461</b>	<b>924.5</b>	<b>925</b>	<b>1018</b>	<b>1064</b>
Resigned for other reasons	1118	663.5	669	733	770
Resigned for unknown reasons	343	261	256	285	294

**REASONS TEACHERS LEAVE THE PROFESSION  
(CLARIFICATION OF REPORTING CATEGORIES)**

<b>Turnover but remained in Education</b>	
<b>58</b>	<b>Resigned to teach in another NC public school system</b>
	Teachers leaving LEA to accept a teaching position in another NC system
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
<b>59</b>	<b>Moved to a non-teaching position in education in another LEA or Agency</b>
	Teachers moved to counselor, media coordinator, or non-teaching duties in another LEA or Agency
	Teachers moved to administrative positions (school-based) in another LEA or Agency
	Teachers moved to supervisory, director, or coordinator positions in another LEA or Agency
	Teachers accepted non-teaching support or administrative positions in another LEA or Agency
<b>60</b>	<b>Resigned – To continue education/Take a sabbatical</b>
	Teachers resigning to return to school
	Teachers resigning to pursue an educational leave of absence
<b>70</b>	<b>Resigned to teach in an NC charter school</b>
	Teachers leaving LEA to accept a teaching position in an NC Charter School
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
<b>71</b>	<b>Resigned to teach in an NC non-public/private school</b>
	Teachers leaving LEA to accept a teaching position in an NC non-public/private school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
<b>75</b>	<b>Moved to a non-teaching position in the LEA</b>
	Teachers moved to counselor, media coordinator, or non-teaching duties in current LEA of employment
	Teachers moved to administrative positions (school-based) in current LEA of employment
	Teachers moved to supervisory, director, or coordinator positions in current LEA of employment
	Teachers accepted non-teaching support or administrative positions in current LEA of employment
<b>Turnover for Personal Reasons</b>	
<b>57</b>	<b>Resigned – Family responsibility/Child care</b>
	Teachers resigning for maternity/family leave
	Teachers resigning to care for ill parents or members of the immediate family
	Teachers resigning to care for family business or personal needs
<b>61</b>	<b>Resigned – Family relocation</b>
	Teachers resigning due to spouse's relocation
	Teachers resigning as a result of marriage and relocation
	Teachers resigning due to family relocation
	Teachers resigning due to military transfer or relocation
<b>62</b>	<b>Resigned – To teach in another state</b>
	Teachers leaving NC to teach in a public school in another state
	Teachers leaving NC to teach in a private school in another state
<b>63</b>	<b>Resigned – Dissatisfied with teaching</b>
	Teachers resigning due to dissatisfaction with teaching
<b>64</b>	<b>Resigned – Because of health/disability</b>
	Teachers resigning due to personal disability or health related issues
<b>66</b>	<b>Retired with full benefits</b>
	Teachers age 60 with 25 years of creditable service
	Teachers with 30 years of creditable service
	Teachers age 65 with at least 5 years of creditable service
	Teachers retiring with full/unreduced retirement benefits
<b>68</b>	<b>Retired with reduced benefits</b>
	Teachers retiring after age 50 with reduced benefits

	Teachers retiring with less than full benefits
<b>72</b>	<b>Resigned – Career Change</b>
	Teachers resigning to pursue another employment opportunity
	Teachers resigning to pursue interests outside teaching
<b>73</b>	<b>Re-employed Retired Teacher Resigned</b>
	Teacher who had retired, was re-employed and subsequently resigns
<b>Turnover Initiated by LEA</b>	
<b>50</b>	<b>Dismissed</b>
	Teachers demoted or dismissed under GS 115C-325(h)
	Probationary teachers dismissed during the school year under GS 115C-325(m)
	Teachers dismissed under GS 115C-325 (Below standard ratings)
	Teachers reported to the dismissed teacher list
	Teachers dismissed and the ruling upheld by case manager
<b>53</b>	<b>Non-Renewed – Probationary Contract Ended</b>
	Probationary teachers whose contract is not renewed after the end of the year
<b>54</b>	<b>Interim Contract – Not Rehired (<i>Report only for interim contracts of 6 months or more</i>)</b>
	Interim teachers not rehired under retirement cap
	Teachers not rehired under a term contract with specific employment dates
	Teachers not rehired due to return of a permanent teacher from a leave of absence
<b>55</b>	<b>Resigned in lieu of dismissal</b>
	Teachers resigned to avoid placement on dismissed teacher list
	Teachers resigned rather than go through full dismissal hearing
	Teachers resigned during an active investigation regarding performance/behavior as a professional educator
<b>56</b>	<b>Did not obtain or maintain license</b>
	Teachers not renewed due to failure to fulfill lateral entry requirements
	Teachers not renewed due to failure to earn 15 renewal credits
	Teachers failed to meet Praxis or provisional license requirements
	Teachers let license expire
	Teachers' license was revoked
<b>Turnover Beyond Control</b>	
<b>51</b>	<b>Reduction in Force</b>
	Teachers not rehired due to loss of enrollment, funding, or programming
	Teachers covered under local "RIF" policies
<b>67</b>	<b>Deceased</b>
	Teachers who die while in active service in a NC public school
<b>74</b>	<b>Resigned – End of Visiting International Faculty (VIF) Term</b>
	Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina
<b>76</b>	<b>Resigned – Moving Due to Military Orders</b>
	Teachers resigning due to being moved under military orders
<b>77</b>	<b>Resigned – End of Teach for America (TFA) Term</b>
<b>Turnover for Other Reasons</b>	
<b>65</b>	<b>Resigned – Other reason(s)</b>
	Teachers resigning or leaving teaching for reasons not listed on the survey
	(For example: Job abandonment, arrest, criminal activity, failing a criminal history check, activation of military reserve, dislocation due to flood, fire, or other disaster, etc.)
<b>69</b>	<b>Resigned – Reason unknown</b>
	Teachers resigning; however, there is no information on reason

**Table 10: Turnover Reasons by Categories Chart  
(2008-2013)**



As reflected in this chart, 35% (4,692) of those teachers reported as leaving remained in education; 15% (2,105) of the reported turnover was for personal reasons; 7% (928) of the reported turnover was initiated by the LEA; 35% (4,827) of the reported turnover was for reasons beyond control; and 8% (1,064) of the reported turnover was for other reasons.

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## **Section D**

### **Most Difficult Licensure Areas to Staff**

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### Most Difficult Licensure Areas to Staff

2010-2011		2011-2012		2012-2013	
Number of LEAs Reporting to Question = 115		Number of LEAs Reporting to Question = 115		Number of LEAs Reporting to Question = 115	
License Area	# Identifying	License Area	# Identifying	License Area	# Identifying
9-12 Mathematics	88	9-12 Mathematics	93	9-12 Science	65
9-12 Science	69	Special Ed.: General Curriculum	78	Special Ed.: General Curriculum	54
Special Ed.: General Curriculum	62	9-12 Science	74	9-12 Mathematics	52
6-9 Science	45	6-9 Mathematics	54	6-9 Science	40
6-9 Mathematics	44	6-9 Science	51	Special Ed.: Adapted Curriculum	39
Special Ed.: Adapted Curriculum	44	Special Ed.: Adapted Curriculum	40	6-9 Mathematics	37
Exceptional Children (separate areas not indicated)	16	English as a Second Language	20	Spanish (Special Subjects K-12)	18
English as a Second Language	15	Spanish (Special Subjects K-12)	17	English as a Second Language	15
9-12 English	13	9-12 English	16	Career and Technical Education	15
Speech Language Pathologist	12	Family and Consumer Sciences Ed. (Career and Technical Ed. 6-12)	13	Family and Consumer Science Ed. (Career and Technical Ed. 6-12)	11
Spanish (Special Subjects K-12)	11	6-9 Language Arts	11	6-12 Language Arts	8
9-12 Spanish	10	6-9 Social Studies	9	6-9 Social Studies	
6-9 Language Arts	9	Health Occupations Education - Registered Nurse	9	Dual Certifications	8
Family and Consumer Sciences Ed. (Career and Technical Ed. 6-12)	8	9-12 Spanish	8	Health Occupations Education- Registered Nurse	7
6-9 Social Studies	6	Career and Technical Ed. 6-12	6	Speech Pathologist	3
Health Occupations Education- Registered Nurse	6	Special Ed.: Cross Categorical	5	Media	2
Media Coordinator	5	Special Ed.: Behaviorally/Emotionally Disabled	5	School Psychologist	2
Exceptional Children - Cross Categorical (Mildly/Moderately Disabled)	5	Birth to Kindergarten	5	Academically Gifted	2
Severely/Profoundly Disabled	5	French (Special Subjects K-12)	4	Foreign Language - Latin	1
9-12 Social Studies	3	Business and Information Technology Ed.	4	Cross-Categorical	1
Health Occupations Education- Allied Health	3	Elementary Grades K-6	3	Guidance	1
9-12 Chemistry	3	9-12 Social Studies	3	9-12 Social Studies	1

Notes: <sup>1</sup> Above numbers include only those areas identified by 5 or more LEAs.

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## **Section E**

### **Sample of Reporting Instrument**

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LEA:

Individual Submitting Report: \_\_\_\_\_

Total Number of Teachers Employed in LEA: \_\_\_\_\_

Total Number of Teachers Leaving March 2012 - March 2013: \_\_\_\_\_

Number of teachers leaving who were tenured in your LEA: \_\_\_\_\_

Teacher Turnover Percent: \_\_\_\_\_

Give the number of teachers who left teaching or left your LEA from March 2012-March 2013 for each of the reasons below.

(Where more than one reason applies, choose the one which best describes the reason the teacher is leaving.)

	Moved to a non teaching position in the LEA (75)
	Retired with full benefits (66)
	Retired with reduced benefits (68)
	Re-employed Retired Teacher Resigned (73)
	Dismissed (50)
	Did not obtain or maintain license (56)
	Interim contract ended*-Not rehired (54)
	Non-renewed-Probationary Contract ended (53)
	Reduction in Force (51)
	Moved to a non-teaching position in education in another LEA or Agency (59)
	Resigned-In lieu of dismissal (55)
	Resigned-To teach in another NC public school system (58)
	Resigned-To teach in a NC Charter School (70)
	Resigned-To teach in a NC non-public/private school (71)
	Resigned-To teach in another state (62)
	Resigned-End of VIF Term (74)
	Resigned-End of Teach for America Term (77)
	Resigned-Dissatisfied with teaching (63)
	Resigned-Career Change (72)
	Resigned-Family Responsibility/Child care (57)
	Resigned-Family relocation (61)
	Resigned-To continue education/Take a sabbatical (60)
	Resigned-Because of health/Disability (64)
	Resigned-Moving Due to Military Orders (76)
	Resigned-Reason unknown (69)
	Resigned-Other Reasons (65)
	Deceased (67)
	Total

List up to five teaching areas in which you are having the greatest difficulty hiring appropriately licensed teachers.

(PLEASE INCLUDE THE LICENSURE CODE FOR EACH AREA)